

# POWERFUL PERFORMANCE COACHING TIPS

A Practical Guide on Coaching for Leaders

**Wai K Leong, PCC**

Author of book

Empowering Asian Mindsets Through Coaching

"Wai K has created a resource where these are at your fingertips. Be it the mindset shifts, the Do's and Don'ts; or my personal favourite: How To Coach section. This quick and simple resource assist coaches to gain inspiration and to move the coaching conversation forward." Belinda Merry, MCC (ICF President, Australasia, 2008)

# COACHING

## A Crucial Skill for the New Generation of Leaders

"To manage or to coach? People will manage the work. By attempting to manage people you are limiting their potential. A manager is a title, it does not guarantee success. Coaching is an action, not a title and actions will result in successes!" **Catherine Pulsifer** (Author "Wings for Work")

*"This book covers coaching models and competencies that are extremely important to our learning and practice as a professional coach. The straightforward format allows for application, reflection and further learning whatever our experience. Organizations are more often encouraging a "coach approach" and teaching coaching skills to managers and leaders to create a coaching culture. This does not mean it is a soft approach but rather emphasizes the importance of listening and of open, honest, clear and direct communication."*

**Diane Brennan, MBA, MCC** (ICF President, Global, 2008)

*"Coaches will find this ready-reckoner useful for both improving their coaching conversations and also a resource when the coaching conversation is a struggle. There are many areas to focus on as a coach and Wai K has created a resource where these are at your fingertips. Be it the Mindset Shifts; Do and Don'ts; or my personal favourite: How To Coach section. This quick and simple resource assist coaches to gain inspiration and actual techniques to move the coaching conversation forward. Save your time and energy by using this easy-to-read resource - Wai K has done all the work for you in collating the concepts, competencies and clues to being a Powerful Coach."*

**Belinda Merry, MCC** (ICF President, Australasia, 2008)



Wai K is a corporate coach who has trained and coached more than 5000 corporate leaders and coaches in organizations to enhance their leadership capabilities with coaching skills. He has more than 22 years of experience as a trainer, coach and CEO in the corporate sector. He was among the first in the ASEAN region to receive the Professional Certified Coach credential from International Coach Federation, USA.

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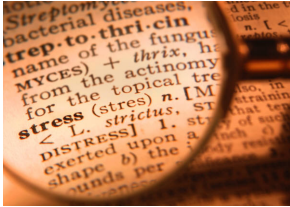
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# ICF COACHING DEFINITION



**PROFESSIONAL COACHING** is a partnership which encourages thought-provoking and creative interactions between coach and coachee; a process which will inspire the coachee towards his or her maximum potential.

Professional coaching is an iterative process that will help individuals and organizations improve performances and achieve extraordinary results. Professional coaches work with coachees from multiple aspects, including business, career, finance, health and relationships.

As a result of professional coaching, coachees set better goals, take ownership, act decisively, make better decisions, and leverage on their natural strengths.





# PERFORMANCE FORMULA

## Performance = Potential - Interference

- **Potential**

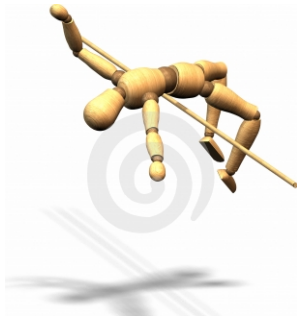
- Our true capabilities beyond our wildest imagination

- **Interference**

- Insufficient Knowledge
- Lack of Clarity & Purpose
- Inadequate Experience
- Disempowering Emotions

- **Solution**

- Teaching
- Coaching
- Mentoring
- Counseling



# DISTINCTIONS

Four approaches leaders use to elevate performance:

- **Teaching**
  - Imparting knowledge and information
- **Coaching**
  - Empowering self-awareness and learning to promote clarity & action
- **Mentoring**
  - Sharing wisdom and life experiences
- **Counseling**
  - Resolving emotional challenges and issues



# DELIVERABLES

**Coachees receive the following value through coaching:**

- **Perspectives**  
Expanded points of view
- **Validation**  
Increased self-confidence and self-esteem
- **Message**  
Accepting the truth
- **Energy**  
Motivated by greater clarity, direction and purpose
- **Tailored Solutions**  
Tailored and custom built solutions to unique situations
- **Structure**  
Systems to support change, drive actions and facilitate follow-through
- **Resources**  
More options, more creative ideas and wider sources of information

